

# Bargaining Session

October 13, 2005

~~Sun Times mileage package~~

## Guild

Lori Caldwell  
Dave Barman  
Stephanie Dowell  
Bruce Nelson

## Company

Ted Rilea  
Dave Rutter  
Diane Hayes

Bruce update — We have Cruickshank's attention with the email campaign.

Company representatives enter; Bruce ~~gives~~ <sup>hands</sup> out copies of Guild proposal.

Bruce highlights proposal:

- II Guild has offered to come down from 6% to 5%
  - guaranteed 5% — 0% merit pool
  - 4% — 1%
  - 3% — 2%
- night differential — \$5/shift nights
- III add MCK, Jr. Day to list. Guild removed request for double O.T. for holiday, stay @ 1 1/2 OT, except dbl for Tony/Xmas
- IX add stepchildren other household members = funeral leave.
- XI sick leave — 5 days after 90 days / 2 wks after 1 yr.  
sick leave to be used for ill-family members
- XII in addition to 401(k), publisher contribute \$35/wk to each account.  
in addition to 2003-2005 agreement. (1%?)



Oct. 13, 2005

Bruce continues . . . .

Reminds company of pre-Holinger day 401(k) contributions and reminds them that Holinger took that away.

Build will drop proposal for defined benefit program in return.

~~IV~~ mileage - Bruce says we appreciate the 28¢ increase, it does not come anywhere close to what the gov't offers (48.5¢)

Build still proposes Sun-Times language.

All other issues stay in current contract language.

Ball in Company court . . . .

Rutter asks for definition of "own household member" in regard to funeral leave. Rutter asks if it includes gay partners.

Company leaves to caveat . . . .

Bruce suggests we get a politician, local leader to email Crickshank.

He says Crickshank will respond best to the fact that the P-T is treated so differently from other Sun-Times papers.

Company returns . . . .

They understand proposal. Ted calls it "very rich."  
Ted says we are trying to "catch up."

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Oct. 13, 2005

Ted: says business is not going good. (<sup>industry</sup> in general).

# Sites high news print prices. Readership continues to decline - maybe internet the cause. Layoffs in industrial - Philly, New York.

Company will consider layoffs possibly.

He says costs will get worse, not better.

Ted says if were serious w/ this offer, well be at this negotiation thing a long time. Basically, he says were asking for too much, although he appreciates the <sup>concessions</sup> concessions we offered.

Bruce: relays experience he's having w/ Washington Post negotiations.

From our perspective - our dilemma is were on different playing fields. We have yet to see a company proposal that has any guarantee of a raise for any guild members. He says we really are serious - we've made concessions such as medical insurance issue which we left off our proposal. Bruce agrees that based on what there is now could be called "rich." Because were going from 0-35 (35/wk 40hr contribution). "We have room to move."

Were down to 1 page proposals = were ready for an agreement. Nothing new in specific issues. We want outcome to be fair w/ other Hallinger papers - in a way to not "break the bank." Company wants to integrate all papers - why are we the only ones w/ no guarantee to raise, but only on merit? Tough times for company? Tough times for our people, too. Gives top minimums pay @ Wakeham and SunTimes, other payments versus our top minimums are far less. →

Oct. 13, 2005

Bruce: night differential, does checkoff. Only paper in group that is 40 hr week, other papers are O.T. on daily basis. We backed away from this to concede.

Ted: Says what Bruce says is helpful - to tell publisher. Proposal hasn't really gone anywhere. Something to think about. Set one

Set another date for next bargaining session. TBD

Lori will ask Lisa Scheidler to research the facts on how P-T is doing: readership, ad sales, etc.